

2011 Military Health System Conference

Building Psychological Health:

The Services' Perspectives on Resilience

The Quadruple Aim: Working Together, Achieving Success

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Navy Perspective on Resiliency



- A “state” vs. a “trait”; can be gained and lost
- Dependent on biology, environment, or the choices people make
- Personal "hardiness" plus:
 - Individual, relational, and organizational considerations
- Requires exposure to adversity
- Resilience Strategy:
 - Strengthen psychological health and readiness of our total force and reduce stigma associated with care.

Navy Resilience Programs



- Operational Stress Control (OSC)
- Combat/Operational Stress First Aid (COSFA)
- Project FOCUS
- Reserve Resilience Initiatives
- NSW Resilience Enterprise
- Caregiver Occupational Stress Control



Operational Stress Control

- Provide the training, tools, coordination, and policy to support psychological health and mitigate stress injuries.
- Develop resilient Sailors, families and units while reducing the stigma associated with seeking psychological health care.

Stress Continuum

READY (Green)	REACTING (Yellow)	INJURED (Orange)	ILL (Red)
<ul style="list-style-type: none">• Good to go• Well trained• Prepared• Fit and focused• Cohesive units & ready families	<ul style="list-style-type: none">• Distress or impairment• Mild and temporary• Anxious, irritable, or sad• Physical or behavioral changes	<ul style="list-style-type: none">• More severe or persistent distress or impairment• May leave lasting memories, reactions, and expectations	<ul style="list-style-type: none">• Stress injuries that don't heal without help• Symptoms persist, get worse, or initially get better and then return worse
Unit Leader Responsibility	Individual, Shipmate, Family Responsibility		Caregiver Responsibility

CNO's Goal: "Change the culture in the Navy"



Operational Stress Control



- Line (OPNAV, N135) owned and led program; medical supported
- Doctrine signed Dec 2010
- Training: > 200,000 trained to date
 - 8 courses on Navy eLearning
 - Formal curriculum delivered to CPPD/NSTC for schoolhouse implementation
 - 6 hr Navy OSC Lead course; audience – CPOs and junior Os
- Baseline Assessment and Analysis
- Strategic Communications and Marketing

Combat and Operational Stress First Aid (COSFA)



- Primary prevention stress first aid training
- Taught from boot camp through command school
- Strategy for shipmates to recognize and respond to an individual responding to a stressor
- Used to assess the major psychological health issues during Operation Unified Response in Haiti

2011 MHS Conference

Leader Actions
Following the assessment to understand the major stress injury sources and their associated influence in the unit the leader develops actions or requests additional resources that are consistent with core leader functions.

Strengths
Create confidence/ fearware
Insulate to extreme stress
Foster unit cohesion

Mitigates
Remove unnecessary stressors
Ensure adequate sleep and rest
After Action Reviews (AARs) in small groups

Identify
Know crew stress load
Recognize reactions, injuries, illnesses

Treat
Rest and Restoration (24-72 hours)

COSFA BASED UNIT ASSESSMENT
COSFA for unit assessment is initiated by the same factors that are used for individuals, observable changes in function, statements of distress, or known stress exposure. There are three elements to the assessment.

1. Identify the four sources of stress injuries present in the current situation.
2. Identify behaviors that support or facilitate the five core needs following trauma or intense stress.
3. Look for areas where a stress injury source intersects with core needs to produce vulnerabilities or strengths.

Four Sources of Stress Injury

- **Life Threat or Trauma:** Due to an experience of death-producing stress, horror, or helplessness
- **Loss:** Due to the loss of cherished people, things, or parts of oneself
- **Inner Conflict:** Due to behaviors or the witnessing of behaviors that violate moral values
- **Fatigue:** Accumulation of stress from all sources over time without sufficient rest and recovery

Five Core Needs

- **Career:** Pressure + Sense of Safety
- **Calm:** Reduced heart rate and vigilance
- **Connectedness:** Sense of community, unit cohesion
- **Competence:** Necessary skills and resources to meet the stress demands
- **Confidence:** Hope in the future, belief in mission, Sense of meaning and purpose

Vulnerabilities and Strengths

- **Vulnerability:** Behaviors that show loss of function, capability, or threaten the mission
- **Strengths:** Behaviors that reduce vulnerability, enhance capability, or facilitate mission goals

LEADER'S ASSESSMENT AND ACTIONS

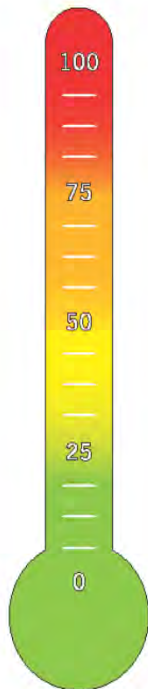
OPERATIONAL STRESS

Project FOCUS



Families Over Coming Under Stress

Feeling Thermometer



- A family-centered resiliency training program
- Evidenced-based interventions that enhances understanding, psychological health, and developmental outcomes for highly stressed children and families.
- Incorporates the OSC model to reduce the effects of stigma, promote open communication and to help family members understand how the deployment experience has impacted them

Project FOCUS



- Program participation has resulted in significant:
 - *increases* in family and child positive coping
 - significant *reductions* in parent and child distress over time
- Suggesting longer-term benefits for family wellness.
- Total to date : 160,000 Service Members, Families and Community members have participated in FOCUS services

Reserve Resilience Initiatives



Returning Warrior Workshop

- Workshops to support reintegration of deployed Reservists and their families
- Identify issues during post-deployment
- Provide resources for issue resolution
- Engage family and service members with process improvement



Reserve Resilience Initiatives

Psychological Health Outreach Program

- 2 outreach coordinators/2-3 outreach team members to:
 - 5 Navy Reserve Component Commands (RCCs)
 - 6 USMC Reserve Regions
- Provide outreach, support, and intervention as well as mitigate existing stressors
- Address future concerns and build psychological resiliency

NSW Resilience Enterprise



- Resilience building interventions to NSW Operators and their families in relation to screening, improving performance and creating family stability
- Impact:
 - Promote resilience through recognition of potential family and individual issues that may arise as a result of Special Ops deployments
 - A resilient, functional family that is able to deal with stresses related to increased op tempo

Caregiver Occupational Stress Control (CgOSC)



- To enhance the resilience of caregivers to the psychological demands of exposure to trauma, wear and tear, loss, and inner conflict
- “Caregiver” in this context are medical personnel, religious ministry teams, and family service professionals
- **3 Core Objectives**
 - Early recognition of caregivers in distress
 - Peer support and action
 - Engaging in early help as needed

Caregiver Occupational Stress Control (CgOSC)



■ Program components

- Navy Medicine-wide MTF Awareness Training
- MTF Training Teams developed
- Caregiver Vignette DVD for individual and team training
- Navy Medicine-wide caregiver occupational stress assessment

■ Leader Actions

Resilience Challenges



- Requires transformation of the language and beliefs of leaders, service members, families, and communities
- Requires developing integrated cross-functional teams of psychological health experts and operational force leaders

Take Away



Navy Medicine's Perspective on Resiliency:

Build the strength and fortitude of Sailors, Marines, and their families for optimal personal and professional functioning.



Questions or Comments

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